

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: **OCFO (and below)**

**For 1st Quarter 2015 for period ending December 31, 2014**

Complaint Activity	Comparative Data					2015Thru12-31	
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014		
Number of Complaints Filed	27	34	22	28	17	2	
Number of Complainants	27	34	22	27	17	2	
Repeat Filers	0	0	0	1	0	0	

  

Complaints by Basis	Comparative Data					2015Thru12-31
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	15	27	13	16	10	1
Color	1	6	4	8	3	1
Religion	0	1	0	0	2	0
Reprisal	12	17	16	19	10	0
Sex	12	15	13	14	6	0
PDA	0	0	0	0	0	0

National Origin	0	1	1	2	1	0
Equal Pay Act	0	0	0	0	0	0
Age	14	18	10	19	5	1
Disability	11	11	7	3	5	1
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	2	1	1	2	0	0
Assignment of Duties	7	1	2	8	5	1
Awards	5	6	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	4	2	5	3	0	0
Suspension	2	1	4	2	1	0
Removal	0	0	0	1	0	0
Other	0	0	2	0	0	0
Duty Hours	1	0	0	1	1	0
Evaluation Appraisal	10	8	1	5	5	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	11	13	10	6	10	1

Sexual	0	2	0	1	0	0
Medical Examination	1	0	0	0	0	0
Pay (Including Overtime)	1	4	0	1	3	0
Promotion/Non-Selection	8	21	9	15	5	2
<b>Reassignment</b>						
Denied	0	1	0	1	0	0
Directed	0	0	1	1	2	0
Reasonable Accommodation	5	3	3	1	1	0
Reinstatement	1	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	0	1	1	1	1	0
Terms/Conditions of Employment	6	4	2	7	4	0
Time and Attendance	4	2	3	1	1	1
Training	6	5	1	2	2	0
Other	2	4	1	1	0	0
<b>Comparative Data</b>						
<b>Processing Time</b>	<b>Previous Fiscal Year Data</b>					<b>2015Thru12-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	338.70	392.35	404.22	215.58	187.75	181.67
Average number of days in final action	216.07	27.86	139.50	174.19	145.42	122.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	329.56	487.12	482.73	193.11	197.83	180.00
Average number of days in final action	200.38	27.86	97.50	69.71	59.17	96.67

Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	421.00	308.11	348.14	224.77	172.62	182.50					
Average number of days in final action	420.00	0	181.50	210.75	185.23	160.00					
Complaints Dismissed by Agency		Comparative Data									
		Previous Fiscal Year Data									
		2010	2011	2012	2013	2014					
Total Complaints Dismissed by Agency	5	5	0	0	4	0					
Average days pending prior to dismissal	348	282	0	0	1529	0					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	1	3	3	3	2	1					
Total Final Agency Actions Finding Discrimination		Comparative Data									
		Previous Fiscal Year Data									
		2010	2011	2012	2013	2014					
Total Number Findings	0	0	0	0	0	1					
Without Hearing	0	0	0	0	0	0					
With Hearing	0	0	0	0	0	100					
Findings of Discrimination Rendered by Basis		Comparative Data									
		Previous Fiscal Year Data									
		2010	2011	2012	2013	2014					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	2	0	0	0	0











Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	100	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	17	20	32	16	11	15
Total Complainants	12	18	31	15	11	15

#### Number complaints pending

Investigation	6	7	4	2	0	0
ROI issued, pending Complainant's action	1	0	1	0	0	0
Hearing	6	1	11	9	6	9
Final Agency Action	2	5	13	4	5	6
Appeal with EEOC Office of Federal Operations	1	1	1	1	1	2

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	13	13	4	0	0	0